

Women, Business and the Law—Jordan

1. Safety

Comment received from Government:

Data Update Request:

إصدار سياسة الحماية من العنف والتحرش والتمييز في عالم العمل والدليل الارشادي لاصحاب العمل نحو بيئة عمل آمنة وصحية بموجب قرار معالي الوزير رقم (2024/9) بتاريخ 2024/2/7 وتم نشرها على الموقع الالكتروني لوزارة العمل

Response from *Women, Business and the Law* team:

The *Women, Business and the Law* team notes the issuance of the Policy for Protection from Violence, Harassment, and Discrimination in the World of Work and the Guide for Employers towards a Safe and Healthy Work Environment dated 2/7/2024. Since the *Women, Business, and the Law 2024* report assesses laws and policy mechanisms effective as of October 1, 2023, the team will evaluate the impact of this policy in the next report cycle and include any necessary updates in the subsequent edition.

2. Workplace

Comment received from Government:

Data Update Request:

1. صدور تعليمات العمل المرن لسنة 2018 وتم نشرها في الجريدة الرسمية رقم (5509) تاريخ 2018/4/1.

Supporting Documents: *FWM Factsheet_Final.pdf* (0.39MB), *FWM study_Executive summary_Eng and Arabic.pdf* (0.41MB), *FWM Study_Final Design.pdf* (0.98MB), كتيب حقوق المرأة العاملة في قانون العمل الاردني.pdf سياسة الحماية من العنف والتحرش والتمييز في عالم العمل والدليل الارشادي لأصحاب العمل نحو بيئة عمل آمنة (0.37MB), (1).pdf (0.51MB) وصحية

Response from Women, Business and the Law team:

The *Women, Business and the Law* team notes the Flexible Work Instructions of 2018, issued in accordance with Article 13 of Flexible Work Regulations no. 22 of 2017; the Guiding Model for Internal System for Organizing Work Institutions; the survey entitled “The Reality of Applying Flexible Work Forms in Jordan”; and the booklet “Rights of Working Women in the Labor Law”. In addition, the team notes the adoption of the Flexible Work System Law No. 44 of 2024 dated 8/1/2024. The team will review the information provided and update our records where relevant in the next edition of our report.

Comment received from Government:

Data Update Request:

2. قامت وزارة العمل بتاريخ 2022/8 بوضع النموذج الاسترشادي للنظام الداخلي لتنظيم العمل للمؤسسات متضمنه فيه أحكام العمل المرن (مؤشر مكان العمل / الاطر الداعمة 3)

Response from Women, Business and the Law team:

Regarding the question of whether the government has published guidelines on flexible work arrangements, the answer is “Yes” if a public entity has issued guidelines or other documents providing private sector employers with information about the availability of flexible work arrangements. The answer is “No” if there is no evidence that a public entity has issued such guidelines or other documents, or if available guidelines or documents are not applicable to private sector employers (i.e., are only applicable to the public sector). The team notes the Guiding Model for Internal System for Organizing Work Institutions. However, the team was unable to locate a copy of the Guiding Model for Internal System for Organizing Work Institutions online, since [the link](#) appeared broken. Kindly provide a copy of the Guiding Model so the team may consider it in future editions of the report.

Comment received from Government:

Data Update Request:

3. قامت وزارة العمل وبالتعاون مع المجلس الاعلى للسكان والوكالة الامريكية للتنمية الدولية لسنة 2018 باعداد دراسة استطلاعية بعنوان واقع تطبيق اشكال العمل المرن في الاردن (مؤشر مكان العمل / الاطر الداعمة 3).

Response from Women, Business and the Law team:

The team notes that the Ministry of Labor prepared a survey study in 2018 entitled “The Reality of Applying Flexible Work Forms in Jordan.” Regarding the question of whether the government has published guidelines on flexible work arrangements, according to the *Women, Business and the Law* methodology, the answer is “Yes” if a public entity has issued guidelines or other documents providing private sector employers with information about the availability of flexible work arrangements. The answer is “No” if there is no evidence that a public entity has issued such guidelines or other documents, or if available guidelines or documents are not applicable to private sector employers (i.e., are only applicable to the public sector). Since the study does not provide explicit guidelines for the private sector to adopt flexible work

arrangements, it does not meet the team's methodological criteria for this question. Therefore, the answer to this question will remain "No."

Comment received from Government:

Data Update Request:

4. حقوق المرأة العاملة في قانون العمل وكذلك إطلاق الحملة الوطنية للتوعية بحقوق العاملات والعاملين في القطاع الخاص "إصدار كتيب (واعي/ واعية) تم نشره على موقع الإلكتروني للوزارة

Response from Women, Business and the Law team:

The team notes the booklet "Rights of Working Women in the Labor Law" as well as the national campaign to raise awareness about the rights of female and male workers in the private sector. The team will review the information provided and update our records where relevant in the next edition of our report.

Comment received from Government:

Data Update Request:

5. بموجب نظام العمل المرن رقم (22) لسنة 2017 وتعليمات العمل المرن لسنة 2018 الملغى بموجب نظام العمل المرن رقم (44) لسنة 2024. حيث تضمنت هذه التشريعات حق العامل بطلب العمل وفق جدول عمل مرن. (مؤشر مكان العمل / الأطر القانونية 4) صدور نظام العمل المرن رقم (2024/44) وتم نشره في الجريدة الرسمية عدد (5942) تاريخ 2024/8/1

Response from Women, Business and the Law team:

The team notes the adoption of the Flexible Work Law No. 44 of 2024. Since the *Women, Business and the Law 2024* report assesses laws and policy mechanisms effective as of October 1, 2023, the team will evaluate the impact of this law in the next report cycle and include any necessary updates in the subsequent edition of the report.

Comment received from Government:

Data Update Request:

6. تم تعديل قانون العمل بالقانون المعدل رقم (2019/14) وذلك بتعديل المادة (66) بإضافة (إجازة أبوة ثلاثة أيام مدفوعة الأجر).

Response from Women, Business and the Law team:

This comment is responded to in the Parenthood section.

Comment received from Government:

Data Update Request:

أ - يحظر أي تمييز - تم تعديل قانون العمل بالقانون المعدل رقم (2023/10) وذلك بتعديل المادة (69) وذلك باستبدالها بالنص التالي 7. على أساس الجنس بين العاملين من شأنه المساس بتكافؤ الفرص. (مؤشر مكان العمل / الأطر القانونية 2) ب - يصدر الوزير التعليمات اللازمة لحماية المرأة الحامل والمرضعة وذوي الإعاقة والأشخاص الذين يؤدون عملاً ليلياً لخلق بيئة عمل آمنة

Response from Women, Business and the Law team:

Article 8 of Law No. 10 of 2023 amended Article 69 of the Labour Code by introducing a prohibition on employment discrimination based on gender. This amendment was previously considered by the *Women, Business and the Law* team and Jordan received a Yes response on the question "Does the law prohibit discrimination in employment based on gender".

3. Pay

Comment received from Government:

Methodology Feedback:

https://portal.jordan.gov.jo/wps/portal/Home/GovernmentEntities/Ministries/MinistryServiceDetails_ar/ministry%20of%20labor/services/consider%20wages%20claims_?lang=ar&content_id=com.ibm.workplace.wcm.api.WCM_Content/Consider%20wages%20claims_/bd65dc07-d693-42c7-b002-acc98c926782/PUBLISHED

https://www.mol.gov.jo/ar/NewsDetails/173_%D8%AF%D8%B9%D9%88%D9%89_%D8%B3%D9%8F%D8%AC%D9%84%D8%AA_%D9%84%D8%AF%D9%89_%D9%88%D8%AD%D8%AF%D8%A9_%D8%B3%D9%84%D8%B7%D8%A9_%D8%A7%D9%84%D8%A3%D8%AC%D9%88%D8%B1_%D9%81%D9%8A_%D9%88%D8%B2%D8%A7%D8%B1%D8%A9_%D8%A7%D9%84%D8%B9%D9%85%D9%84_%D9%81%D9%8A_%D8%A7%D9%84%D9%86%D8%B5%D9%81_%D8%A7%D9%84%D8%A3%D9%88%D9%84_%D9%85%D9%86_%D8%B9%D8%A7%D9%85_2024

Response from Women, Business and the Law team:

Regarding the question of whether pay transparency or enforcement mechanisms are in place to address the pay gap, the answer is “Yes” if pay transparency measures or enforcement mechanisms have been introduced to address the gender pay gap. Pay transparency measures include, but are not limited to, employer pay gap reporting, equal pay audits, certification programs, and gender-neutral job classification systems. Pay enforcement mechanisms include, but are not limited to, inspections through a dedicated entity or institution (e.g., labor inspectorates, government regulated auditors, specialized agencies, etc.), incentives (e.g., prizes and awards, certifications, or “naming and shaming”), sanctions, or fines. The answer is “No” if such transparency measures or enforcement mechanisms have not been introduced or are not mandatory. The team notes the government press release regarding the Wages Authority Unit and the resolution of labor complaints. However, this information is not taken into consideration for the purposes of the *Women, Business and the Law* report, since the Wages Authority Unit mediates disputes between employees and employers at the worker's request and is thus not considered mandatory.

4. Marriage

Comment received from Government:

Data Update Request:

هل يوجد محاكم مختصة بالأسرة؟ هناك هيئات متخصصة يشكلها المجلس القضائي الاردني تنتظر بقضايا العنف الاسري وتعد بمثابة محاكم للأسرة ، فيما تنتظر المحاكم الشرعية المعنية في باقي القضايا المتعلقة بجوانب الزواج والطلاق والحضانة والنفقة . يوجد في معهد القضاء الشرعي منهاج تدريبي لاعضاء الإصلاح الاسري المنعقد بالتعاون مع بعض الجامعات الأردنية يتضمن التدريب على ما يعرف بالاقتصاد الاسري والذمة المالية المستقلة للمرأة . دليل اجراءات ادارة حماية الأسرة والاحداث للتعامل مع حالات العنف الاسري والاعتداءات الجنسية وحماية الطفل الاطار الوطني لحماية الأسرة من العنف للعام 2016 على الزامية العمل في مثل هذه الحالات بنهج مؤسسي ضمن منهجية ادارة الحالة بتقديم خدمات متسلسلة للحالة يتم متابعتها من مدير الحالة

Methodology Feedback:

<https://sjd.gov.jo/Pages/viewpage.aspx?pageID=200>

<https://sjd.gov.jo/Pages/viewpage.aspx?pageID=206>

https://sjd.gov.jo/DetailsPage/SJD_AR/NewsDetailsAr.aspx?ID=419

<https://sjd.gov.jo/EchoBusV3.0/SystemAssets/PDFs/AR/%D8%AA%D8%B9%D9%84%D9%8A%D9%85%D8%A7%D8%AA%20%D8%A3%D8%B9%D8%B6%D8%A7%D8%A1%20%D9%85%D9%83%D8%A7%D8%AA%D8%A8%20%D8%A7%D9%84%D8%A5%D8%B5%D9%84%D8%A7%D8%AD%20%D9%88%D8%A7%D9%84%D8%AA%D9%88%D9%81%D9%8A%D9%82%20%D8%A7%D9%84%D8%A3%D8%B3%D8%B1%D9%8A.pdf>

Response from Women, Business and the Law team:

The *Women, Business and the Law* team previously evaluated Law No. 19 of 1972, which regulates the formation of *Shari'a* Courts, and Law No. 31 of 1959, which sets the litigation procedures before *Shari'a courts* in Jordan, to assess the question “Are there family courts”. Jordan receives a response of “Yes” on this question in the *Women, Business and the Law* 2024 report.

Comment Received from Government

هل المساعدة القانونية متاحة للنزاعات المتعلقة بقانون الأسرة؟ ان تعديل عام 2016 لقانون أصول المحاكمات الشرعية أوجد ما يسمى مكاتب الإصلاح والتوفيق الاسري لمساعدة الاسر على انتهاء الخصومة بالوسائل البديلة. وكذلك فان القانون ذاته قد اوجد جهاز النيابة العامة الشرعية الذي يقوم بدروه بالمساعدة القانونية بما يتعلق بحق الله تعالى كدعوى إثبات الزواج وإثبات الطلاق وفسخ عقد الزواج - للفساد او البطلان والالزام بحضانة الصغار وغير ذلك

http://jc.jo/AR/Pages/%D8%A7%D9%84%D9%82%D8%B6%D8%A7%D8%A1_%D8%A7%D9%84%D8%A5%D8%AF%D8%B1%D8%A7%D9%8A

Response from Women, Business and the Law team:

The *Women, Business and the Law* team previously examined the amendment to the Sharia Procedure Law to assess the availability of a fast-track process or procedure for resolving family law disputes question, for which Jordan received a “Yes” answer.

Regarding the availability of legal aid for family disputes question, according to *Women, Business and the Law* methodology, the answer is “Yes” when the government provides legal assistance to resolve family law disputes either directly or by financially supporting an NGO, even if access is subject to specific income criteria. This legal assistance may include services such as legal advice or representation in family law matters spanning areas such as marriage, divorce, custody, and alimony disputes. The answer is “No” when the government does not provide legal aid services or if such services are delivered exclusively by NGOs or private organizations, including cases in which the government merely coordinates access to legal aid without offering financial support. The answer is also “No” when the government provides legal aid services but does not cover family law disputes. After reviewing Jordan legislation, including the Sharia Procedure Law, the *Women, Business, and the Law* team was unable to identify legal aid services provided by *Shari'a* Public Prosecution Offices. Therefore, the answer to the question will remain “No.”

5. Parenthood

Comment received from Government:

صدور تعليمات حماية المرأة الحامل والمرضعة وذوي الإعاقة والأشخاص الذين يؤدون عملاً ليلياً لسنة 2023 وتم نشرها في الجريدة الرسمية عدد (5890) تاريخ 2023/11/1 وبموجب احكام الفقرة (د) من المادة (4) يحظر على صاحب العمل في أي مؤسسة أو أي من فروعها فصل المرأة لأسباب تتعلق بالحمل أو الولادة أو الرضاعة أو خلال إجازة الأمومة

Response from Women, Business and the Law team:

The *Women, Business and the Law* team notes the issuance of instructions for the protection of pregnant and breastfeeding women, people with disabilities, and people who perform night work for the year 2023 published in the Official Gazette No. (5890) dated 11/1/2023. Since the *Women, Business, and the Law 2024* report assesses laws and policy mechanisms effective as of October 1, 2023, the team will evaluate the impact of this policy in the next report cycle and include any necessary updates in the subsequent edition.

Comment received from Government:

تم تعديل قانون العمل بالقانون المعدل رقم (2019/14) وذلك بتعديل المادة (66) بإضافة (إجازة ابوة ثلاثة أيام مدفوعة الأجر). 6.

Response from Women, Business and the Law team:

Article 23 of Law No. (14) of 2019 which amended Article 66 of the Labour Code includes three days of paid paternity leave. This article was previously assessed by the *Women, Business and the Law* team and Jordan obtained a response of Yes for the question “Is there paid leave available to fathers” in the *Women, Business and the Law 2024* report.

6. Childcare

Comment received from Government:

لم يتم الإشارة الى بعض الانجازات والأعمال الوطنية الهامة مثل صدور • لبعض الأسئلة في المحاور بما يتناسب مع السياق الأردني يجب التنويه الى • قانون حقوق الطفل رقم 17 لسنة 2022 والصادر بالجريدة الرسمية بتاريخ 2022/10/12 والنافذ بتاريخ 2023/1/12

Some important national achievements and works were not mentioned, such as the issuance of the Child Rights Law No. 17 of 2022, issued in the Official Gazette on 10/12/2022 and effective on 1/12/2023.

Response from Women, Business and the Law team:

Finally, the *Women, Business and the Law* team acknowledges the Child Rights Law No. 17 of 2022. According to the *Women, Business and the Law* methodology, the Childcare topic focuses on assessing laws governing the provision of formal childcare services for children from birth to two years and 11 months in center-based settings, including nurseries, creches, daycares, and formal preschools. The Child Rights Law No. 17 of 2022 was examined during our data collection process. However, since it does not include provisions related to formal center-based childcare services specific to this age group, the legislation was not considered in any of the responses.

7. Entrepreneurship

Comment received from Government:

إن المشتريات الحكومية بحكمها نظام المشتريات الحكومية رقم (8) لسنة (2022) وتعديلاته ولا يوجد قانون للمشتريات صادر عام (1926) بالشكل الوارد بالسؤال رقم 4 من ريادة الأعمال/الأطر القانونية أما فيما يتعلق بالإجابة على السؤال: يوجد اسس ادماج النوع الاجتماعي في المشتريات الحكومية لسنة (2022) صادرة بموجب نظام المشتريات الحكومية رقم 8 لسنة 2022 تضمنت معايير للنوع الاجتماعي في عمليات المشتريات الحكومية وهي تتضمن الإجابة على السؤال رقم (4) من ريادة الأعمال / الأطر القانونية

Supporting Documents: 2022 اسس ادماج النوع الاجتماعي في المشتريات الحكومية لسنة 2022.pdf (0.09MB)

Government procurement is governed by Government Procurement Law No. (8) of 2022 and its amendments. There is no procurement law issued in 1926 in the form stated in Question No. 4 of Entrepreneurship/Legal Frameworks. As for the answer to the question: There are foundations for gender integration in government procurement for the year (2022) issued pursuant to Government Procurement Law No. 8 of 2022, which included gender standards in government procurement processes. It includes the answer to Question No. (4) of Entrepreneurship/Legal Frameworks

Response from Women, Business and the Law team:

The Women, Business and the Law team notes the Government Procurement Law No. (8) of 2022, which came into force in January 2022 and includes gender-sensitive criteria in the public procurement process when evaluating bids, as follows: “Article 8 (A) It should be taken into account in any procurement process to: (6) Promote economic development and ensuring the participation of small and medium-sized enterprises, based on the criteria approved by the Procurement Policy Committee.” The upcoming Women, Business and the Law report will reflect the updated analysis.

8. Assets

Comment received from Government:

Data Update Request:

تعليمات تنظيم وتسجيل حجج التخرج لسنة 2020 التي فرضت مدة يجب انقضاؤها بين وفاة المورث وإجراء التخرج الخاص أو العام على التركة وهي مدة أربعة أشهر، وذلك وفقاً للصلاحيات الممنوحة لسماحة قاضي القضاة بموجب أحكام المادة 319 من قانون الأحوال الشخصية، لحماية حقوق وممتلكات المرأة من أن يستغل الظرف النفسي والعاطفي وحالة الحزن لاتخاذ قرار في التركة صلحاً أو قسمة أو هبة أو بيعاً لا يكون ناتجاً عن إرادة حقيقية وعلم كامل بالتركة لتحقيق العدالة بين الورثة.

هل توجد تدابير للتوعية لتحسين مستوى حصول المرأة على المعلومات المتعلقة بالحقوق الزوجية والميراث؟ • يوجد في معهد القضاء الشرعي منهاج تدريبي لأعضاء الإصلاحيات الاسري المنعقد بالتعاون مع بعض الجامعات الأردنية يتضمن التدريب على ما يعرف بالاقتصاد الاسري والذمة المالية المستقلة للمرأة • يوجد تدريب على اقتصاديات الاسرة ضمن دورات المقبلين على الزواج • ان مكاتب الإصلاحيات والتوفيق الاسري التابعة للمحاكمة الشرعية في مختلف محافظات المملكة هي مكاتب توعية وارشاد يلجأ لها النساء والرجال بدون تكلفة مالية أو إجراءات شكلية للاستفسار وطلب التوعية في جميع القضايا التي تهم الاسرة والزوجين ومنها الحقوق والواجبات وما يتعلق بالميراث

- Official state television - <https://www.youtube.com/watch?v=96iEwYO9vNY> - Interview with HE. Chief of Sharia Justice, Sheikh Abdul Karim Al-Khasawneh: <https://royanews.tv/news/179009> - https://portal.jordan.gov.jo/wps/portal/Home/GovernmentEntities/Ministries/MinistryServiceDetails_ar/ministry%20of%20public%20works%20and%20housing/housing%20and%20urban%20development%20corporation/services/transition%20and%20disassociation%20of%20inheritance!/ut/p/z1/hZFfT4MwFMW_Ci97dL3yZ4pvdxcxlg2m2mVh5MYUVqEJL2gLRT78O92Kis0-3J7-T23OKUkRQKmjPS2q4FLS299d09jYLQ4D7PWwg3kWAIXzdLJInDzwXvYwA_HEwoPSyf_0fYF_gqs18U6K0paa64qKQiDRccG3UpyMLp-2ymufOINWHdqq4OJXsNBclIudhFDuVUeEcWM9q2TZMGCeXqpVqTlqIZqrnOdOIGEFW5id19B24pIrlLnI_gaR8XFVPcUJEzGz8dA2B_8RzAEq-27s4HnDzOF8tk9767mUAX8_OQBBGq-U8thU8uIEFwjIM_cAD8M_AhY5tiWUts-__wiLzbm1bihVMMTXtlJUry1p9N4EJDMmWLaUsazbNZTOB3yyV1AaRnyTaU4XahnwluNiv3oO6Twp8BDfbkc4!/steps - <https://sjd.gov.jo/Pages/viewpage.aspx?pageID=202> - https://portal.jordan.gov.jo/wps/portal/Home/GovernmentEntities/Agencies/AgencyServiceDetails_ar/supreme+judge+department/services/obtain+proof+for+the+increase+or+decrease+of+dowry?lang=ar&content_id=com.ibm.workplace.wcm.api.WCM_Content/Obtain

Response from Women, Business and the Law team:

According to *Women, Business and the Law* methodology, the answer to the question on awareness measures in place to improve women's access to information about marital and inheritance rights is “Yes” when detailed information on women's inheritance and marital rights is published on the government website in the language spoken by the majority on matters such as the necessary steps and documentation required for enforcement of the procedures and support services available. The answer is also “Yes” when awareness measures are implemented by a public entity through learning activities, programs, or information materials. Conversely, the answer is “No” when little or no information about a woman's inheritance and marital rights is available on the government website. The answer is also “No” when there is no evidence of government-led awareness activities to improve a woman's access to information about marital and inheritance rights.

The *Women, Business and the Law* team noted the Sharia Judiciary Institute's initiatives to improve women's access to information on family economics. However, sufficient information was not available on the governmental website to evaluate awareness measures to improve women's access to information about marital and inheritance rights. Therefore, the answer to the question will remain “No”.

9. Pension

Comment received from Government:

Data Update Request:

و الذي جاء " هل هناك اجراء مطبق لمستحقي المعاشات التقاعدية للطعن في قرارات السلطة المختصة بشأن المزايا التي يحصلون عليها؟" و عليه ارجو اعلامكم بأن الجواب يجب ان يكون نعم لوجود النص التالي في نظام الشمول رقم (14) لسنة 2015 و . "لا" عليه الاجابة تكون القرارات الصادرة وفقاً لأحكام القانون و الأنظمة الصادرة بمقتضاه " :تعديلاته المادة رقم (6) الفقرة (ب) و التي تنص على ما يلي قرار ادارة التقاعد او مدير ادارة الفرع يكون قابلاً للاعتراض امام لجنة تسوية الحقوق الاستئنافية خلال 1- قابلة للاعتراض وفقاً لما يلي قرار لجنة تسوية الحقوق الأولية يكون قابلاً للاعتراض امام لجنة تسوية الحقوق الاستئنافية 2- (15) يوم من اليوم التالي لتاريخ تبليغ القرار قرار لجنة تسوية الحقوق الاستئنافية يكون قابلاً للاعتراض امام لجنة شؤون الضمان 3- خلال (15) يوم من اليوم التالي لتاريخ تبليغ القرار قرار اللجنة الطبية الأولية يكون قابلاً للاعتراض امام اللجنة الطبية الاستئنافية خلال 4- خلال (30) يوماً من اليوم التالي لتاريخ تبليغ القرار تعتبر القرارات الصادرة عن لجنة شؤون الضمان و اللجنة الطبية الاستئنافية :الفقره (د) . (60) يوماً من اليوم التالي لتاريخ تبليغ القرار لا يجوز تنفيذ :الفقرة (و) . يوماً من اليوم التالي لتاريخ تبليغ القرار (60)قرارات ادارية نهائية قابلة للطعن امام المحكمة الادارية خلال .القرارات الصادرة عن الجهات المختصة في المؤسسة الا بعد استنفاد وسائل الاعتراض او طرق الطعن ."

"Is there a procedure in place for pensioners to appeal decisions of the competent authority regarding the benefits they receive?" The answer to this was "No." Accordingly, I would like to inform you that the answer must be yes due to the presence of the following text in the Comprehensive System No. (14) of 2015 and its amendments, Article No. (6), Paragraph (b), which states the following: "Decisions issued in accordance with the provisions of the law and the regulations issued pursuant thereto shall be subject to objection in accordance with the following: 1- The decision of the Retirement Administration or the Director of the Branch Administration shall be subject to objection before the Appellate Rights Settlement Committee within (15) days from the day following the date of notification of the decision. 2- The decision of the Primary Rights Settlement Committee shall be subject to objection before the Appellate Rights Settlement Committee within (15) days from the day following the date of notification of the decision. 3- The decision of the Appellate Rights Settlement Committee shall be subject to objection before the Social Security Affairs Committee within (30) days from the day following the date of notification of the decision. 4- The decision of the Primary Medical Committee shall be subject to objection before the Appellate Medical Committee within (60) days from the day following the date of notification of the decision. Paragraph (d): The decisions issued by the Social Security Affairs Committee and the Appellate Medical Committee shall be considered final administrative decisions subject to appeal before the court. Administrative within (60) days from the day following the date of notification of the decision. Paragraph (w): Decisions issued by the competent authorities in the institution may not be implemented except after exhausting all means of objection or appeal.

Response from Women, Business and the Law team:

According to the Pension topic methodology, the question regarding whether a procedure is in place for pension beneficiaries to challenge the decisions regarding their benefits, receives a response of "Yes" if there is a judicial or administrative procedure for pension beneficiaries to challenge the decisions of the competent authority about their benefits. The answer is "No" if there is no judicial or administrative procedure for pension beneficiaries to challenge the decisions of the competent authority about their benefits. The answer is also "No" if there is no mandatory pension system or the system is not in force. The Women, Business and the Law team notes the Insurance Coverage Bylaw Social Security Corporation No. (14) of 2015, Article No. (6), Paragraph (b), which provides that "Decisions issued in accordance with the provisions of the law and the regulations issued pursuant thereto shall be subject to objection in accordance with the following: 1- The decision of the Retirement Administration or the Director of the Branch Administration shall be subject to objection before the Appellate Rights Settlement Committee within (15) days from the day following the date of notification of the decision." Therefore, the answer to the question "Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits" will be changed from "No" to "Yes."

Comment received from Government:

Methodology Feedback:

غياب الفروق الدينية والثقافية والاجتماعية عن عناصر التقييم. ففي الوقت الذي يستند فيه المسلمون إلى الشريعة الإسلامية في أحكامهم، وفق منظومة متكاملة العناصر، نجد التقييم ينظر إليها مجزأة، مما يورث تشوها في المنظومة التشريعية، ولا يكون ممثلاً لها في الحقيقة. فالحقوق والواجبات في الإسلام وزعت بعدالة، وما نعتقد أن شريعتنا وضع إلهي متكامل ومتوازن، بخلاف الوضع البشري الذي لا يمكن أن يكتب له الكمال. لذلك نثبت تحفظنا على جميع الملاحظات المتعلقة بقانون الأحوال الشخصية، حيث كانت النظرة جزئية ضيقة، ولم تكن يجب أن تكون آراء الخبراء منشورة ومدعمة بما تم الاستناد. • شاملة للقانون، والقوانين تقرأ كوحدة واحدة، كذلك الشريعة تقرأ كوحدة واحدة دمج الأطر الثلاثة في مقياس. • إليه في تقييمهم للمحاور، خاصة إذا وجد فرق مابين علامة الأطر القانونية والأطر الداعمة وتقييم الخبراء واحد من (0-100) على أن يتم إعطاء وزن نسبي لكل معيار من المعايير الثلاثة، على سبيل المثال إعطاء الأطر القانونية (40%)، الأطر لم يتم الإشارة. • تكيف وإعادة صياغة لبعض الأسئلة في المحاور بما يتناسب مع السياق الأردني. • (25%) الداعمة (35%)، آراء الخبراء إلى بعض الانجازات والأعمال الوطنية الهامة مثل صدور قانون حقوق الطفل رقم 17 لسنة 2022 والصادر بالجريدة الرسمية بتاريخ 2023/1/12 يجب التنويه إلى أن أدوات الرصد التي يتم بواسطتها تجميع المعلومات ليست دقيقة حيث أنها • 2022/10/12 والنافذ بتاريخ 2023/1/12 لا تغطي كافة الخدمات والأعمال داخل الدولة، وبالتالي يجب إضافة جانب رابع وهو أخذ معلومات مباشرة من الجهات الرسمية ومن ضمنها تم. • المؤسسات الوطنية وأجراء الزيارات الميدانية، والتي من الممكن من خلالها تحديد الاحتياجات الوطنية لتحسين الخدمات المقدمة اعتماد منهجية خاطئة في الحكم على الدول بـ (نعم أو لا) فقط، وأن عدم وجود خيار ثالث يؤدي إلى خلل في النتيجة وعدم عدالة في الطرح.

Absence of religious, cultural and social differences in the evaluation elements. While Muslims rely on Islamic law in their rulings, according to an integrated system of elements, we find the evaluation viewed as fragmented, which causes distortion in the legislative system, and is not representative of it in reality. Rights and duties in Islam are distributed fairly, and we believe that our law is an integrated and balanced divine position, unlike the human situation, which cannot be written for perfection. Therefore, we express our reservations on all observations related to the Personal Status Law, where the view was partial and narrow, and was not comprehensive of the law, and laws are read as one unit, and likewise Sharia is read as one unit. • The opinions of experts must be published and supported by what was relied upon in their evaluation of the axes, especially if there is a difference between the mark of the legal frameworks and the supporting frameworks and the evaluation of experts. • Integrating the three frameworks into one scale from (0-100) with a relative weight given to each of the three criteria, for example giving legal frameworks (40%), supporting frameworks (35%), and expert opinions (25%). • Adapting and reformulating some of the questions in the axes to suit the Jordanian context. • It should be noted that the monitoring tools through which information is collected are not accurate, as they do not cover all services and works within the country. Therefore, a fourth aspect must be added, which is taking direct information from official bodies, including national institutions, and conducting field visits, through which it is possible to determine national needs to improve the services provided. • An incorrect methodology was adopted in judging countries with (yes or no) only, and the absence of a third option leads to a defect in the result and unfairness in the presentation

• We suggest that sub-questions in the main indicators be given partial marks, summed at the end and the mark calculated on the main indicator, this will ease the process and give more potentials to each country according to its local context. • The criteria for selecting experts need to be clarified and defined. It would also be preferable to refer to these criteria in the report itself and on its website to enhance the principles of transparency, credibility and increase reliability. • Review the wording of some questions, especially when translating them into Arabic, because this may lead to a change in meaning and a deviation in understanding. • The tools implemented to collect and validate data are not comprehensive, so we propose to introduce a new and more structured methodology for collecting and validating data, for example: Flying consultants, and they can be local, regional or international.

Response from Women, Business and the Law team:

The Women, Business and the Law questions have been carefully designed over the past 15 years, grounded in extensive research and informed by alignment with international standards. This rigorous process ensures that the questions and their methodology cover topics that reflect globally recognized norms and demonstrate robust associations with economic outcomes. While the methodology is standardized to ensure

comparability across economies and over time, the team is currently working on refining it. The team appreciates your valuable suggestions and is pleased to inform you that an updated Methodology Handbook will be shared in a few weeks, which may consider some of the proposed changes. Thank you for your continued support and contributions.

In addition, the *Women, Business and the Law* team recognizes that implementing and enforcing laws are critical barriers to gender equality. Gaps between laws on the books and actual practice restrict the full realization of women's rights and opportunities. Therefore, to present a full picture of the legal environment for women, the *Women, Business and the Law 2024* report introduced a new framework by including supportive frameworks and experts' opinions for measuring the implementation gap.

Experts' insights on the effectiveness of existing laws influencing women's workforce participation and entrepreneurship provide valuable evidence, and the surveys that they answer are designed to be comparable across 190 economies and align with international standards like CEDAW, DEVAW, and ILO conventions. All questionnaire responses are then analyzed by the team, with each answer verified against the corresponding primary legal source. Additionally, the team engages further with experts through conference calls, written correspondence, and in-person meetings during country visits.

Communications

For questions on this note, please contact:

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